

THE EXTRA POINT

BY JERRY ROBERTS



991 Making Your Boss Like You – Part 3

Does your boss like you? Would you like it if your boss liked you more? Today, the final part of our conversation on getting the boss to be pleased as punch whenever your name comes to mind. I'm Jerry Roberts, and that's next, on The Extra Point.

In the first two segments of this series, we focused on personal accountability, courtesy of what I learned from my first boss and mentor, Big Ed.

On Friday, we added two complementary factors. One, the desire to dig in and analyze why plans and strategies don't work out as we'd hoped. Second, caring for the overall organization like I own it.

How do I manage and utilize resources? How do I treat customers, vendors, and coworkers? Is this just another place to work and this is just another job — or do I take the success of the business personally?

What else could there be here, that would add to your likeability in the eyes of your boss? In truth, we could chew over a ton of things which could qualify.

That said, today, as we conclude, I want to add one more element to the equation. It might be the difference maker for you. It might just be the thing you can do that makes a huge change in the relationship you have with your boss.

As I mentioned on Friday, in a lot of cases, it's either the dealmaker or the dealbreaker.

Here we go. How well do I receive coaching and feedback?

Maybe you're saying to yourself, "Wait a second, Jerry, that's it? That's the dealmaker or dealbreaker? Really?"

Let's break it down. If you and I commit to a coaching program, there's an impact on time. If I'm an hourly worker, I'm still getting paid like normal. The coaching is going to get squeezed into my day, and I'm still leaving after eight hours.

However, for you, my manager, it may end up being added to your day and may require you to stay longer than normal. A lot of managers work more than eight hours. If you're going to do so, you'll want to make sure some kind of value is coming from the additional effort, or why do it — right?

Let's say I don't take the coaching seriously. I give a half-hearted effort to apply strategies, tactics and changes which you suggest. At the end of the coaching, there was no real progress.

How are you, my boss, likely to feel about that? How excited do you think you might feel about my growth prospects with the company? How anxious are you going to be to do another coaching program with me? Do you see where the term "dealbreaker" could come in?

Let's turn it around. Instead of the scenario as just outlined, what if I respond to the coaching and make a great effort to implement the things you and I talk about? What if I show good and steady progress? How would you feel about me then?

This issue of coaching and feedback is so important because of what we spoke of, the manager is making a personal commitment of time to help raise my game. And it goes deeper.

Not only is there a commitment of time, and maybe time you're taking away from your family, but there's an emotional issue at play here as well.

(Con't.)

You've poured some of yourself into me. You've taught me some of the hard-earned lessons you've learned over time. You're passing along wisdom. You're doing it to help me grow.

What I do with that personal investment you've made gives a pretty good indication of how I feel about you as my manager.

If I honor it, why shouldn't you look upon me with favor? Why wouldn't that elevate me in your mind?

Why wouldn't that make me seem a bit more likeable...in addition to being more trustworthy, more dialed in, and more accountable?

No rocket science necessary. You can do it. You should do it.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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